# 1982
# Annual Index

**Numbers refer to the beginning page of the article in which the subject is discussed. The monthly breakdown of pages is: Jan 1-64; Feb 65-128; Mar 129-192; Apr 193-256; May 257-320; Jun 321-384; Jul 385-448; Aug 449-568; Sep 569-632; Oct 633-696; Nov 697-760; Dec 761-824.**


**A**

**access**...659

**accommodation**...659, 704

**accretion clauses**...109

*Advances to Impasse Resolution: A Discussion*...508

**affidavits**...17

**affirmative action**...230, 259

**affirmative defense**...67

*After-Acquired Clauses: The Fire Next Time*...109

**age discrimination**...36, 259, 417

**Age Discrimination in Employment Act**...36, 259, 417

**agreements**...512

**agriculture**...668

Alian, LaVerne Rolle...464

**American Association of University Professors**...475

**American Federation of Teachers**...177, 475

**American Public Transit Association**...622

Angel, Marina...82

*The Antipathies of Organized Labor*...282

**Anti-Injunction Act**...704

**antitrust liability**...115

Antone, Christopher C....282

*Applying Collyer in the Federal Sector: Past Due Remedy*...359

*Arbitral Dilemma: The Resolution of Federal Sector Asbestos Differential Disputes*...169

*Arbitrating Safety Grievances: Contract or Congress?*...238

**arbitration**...146, 154, 169, 218, 238, 294, 359, 366, 417, 434, 454, 459, 483, 487, 494, 501, 508, 512, 539, 549, 560, 581, 622, 704, 783, 798

**Arbitration Act of 1884**...622

*Arbitrators, the Law, and Women's Job Bids*...748

**articulation standard**...434

**asbestos differential disputes**...169

**attorneys**...46

Auchter, Thorne G....195

**authorization cards**...109, 265

*Award Clarification: An Ethical Dilemma?*...366

**B**

Bagby, Thomas R....409

**balancing test**...218

**bankruptcy**...57

**Bankruptcy Act of 1898**...57

*Bankruptcy Claims of Multiemployer Pension Plans*...57

**bargaining unit composition**...352

**baseball**...539, 545, 547

Bauman, Susan J. M....549

*Behavioral and Industrial Relations Perspective on Compensation: A Discussion (I)*...545

*Behavioral and Industrial Relations Perspective on Compensation: A Discussion (II)*...547

**benefits**...13, 265, 699, 714

**Bennett Amendment**...26

*Beyond the Grievance Procedure: Factfinding in Employee Complaint Resolution*...454

**blue-collar workers**...82, 798

Bohlander, George W....334

Boldt, Michael H....146

Bowers, Mollie H....459

*Boys Markets and the Labor Injunction Revisited: Jacksonville Bulk Terminals*...704

**boycott**...3, 690

Briggs, Steven...454

**"brinkmanship"**...265

**broad immunity**...409

**burden of proof**...67, 434

*Burdine: Sex Discrimination, Promotion, and Arbitration*...434

C

**campaigns**...714

**campaign speech**...102, 265

Castle, Robert C....3

Chelius, James R....539

*Child Labor Laws: A Viable Legacy for the 1980s*...668

**Civil Rights Act of 1964**...26, 36, 259, 409, 434, 729

**Civil Service Commission**...729

**Civil Service Reform Act**...46, 352, 359, 560, 729

Clark, R. Theodore Jr....508

**Clayton Act**...3, 115

*Closings and Sales of Businesses: A Settled Area?*...218

**Code of Professional Responsibility for Arbitrators of Labor-Management Disputes**...366

**coercion**...596

Coens, Thomas A....668

**collective bargaining**...26, 57, 109, 115, 137, 146, 154, 177, 202, 265, 282, 294, 352, 390, 417, 454, 467, 475, 480, 483, 487, 501, 512, 518, 524, 539, 545, 554, 560, 565, 571, 581, 596, 609, 622, 635, 645, 704, 771, 783 (see also National Labor Relations Act and Board)

**"collective exercise" argument**...390

**collective rights**...417

***Collyer* doctrine**...359, 417

**common law duty**...238

*Common Situs Picketing and the "Observer" Phenomenon*...690

**comparable worth**...26

**compensation**...533, 539

**complaint resolution**...454

**compliance**...195, 230

**compulsory arbitration**...501, 508

*Conair: Minority Bargaining Orders Usher in 1984 at NLRB*...571

**concerted activity**...36, 344, 417, 635

*Confidential Employees: Is the Dilemma Resolved?*...137

**confidential personnel**...82, 137, 596

**consolidation**...609

**construct validity**...729

**content validity**...729

**continuing violations**...684

**contract bar**...121

**contracts**...202, 218, 230, 238, 306, 417, 475, 514, 524, 531, 539, 554, 581, 659

*Correlates of Just Noticeable Differences in Pay Increases*...533

**coterminous application**...294

Cowan, Mark D....763

**criterion-related validity**...729

**critical period rule**...714

Crystal, Jules I....581

Curtis, Ellen Foster...622

D

Dayal, Sahab...554

**decertification**...121

**decision-bargaining**...218

**decisionmaking**...177, 475

**deferral**...238, 359, 417

*Defining the Relationships Between Judges, Arbitrators, and Employee Rights*...417

**delay**...549

**Department of Labor**...668

*Design & Manufacturing Corporation: The Multiplant Employer and Sympathy Strikes*...146

*Determining Supervisory Status and Bargaining Unit Composition in the Nursing Profession*...352

*Development of Contractual Features of the Union-Management Relationship*...512

**differential validation**...729

Dilts, David A....366

**disavowal**...771

**discharge**...36, 46, 67, 344, 596

*Discharge Rights of Attorneys in the Excepted Service*...46

**discipline**...36, 154, 635, 783

**disclosure**...323, 387

**discrimination**...26, 36, 46, 230, 259, 409, 417 434, 684, 729, 798 (see also age, employment, handicapped, race, reverse, and sex discrimination; equal employment opportunity)

**disparate impact**...409, 434

**disparate treatment**...see above

**dispute resolution**...454, 459, 464, 501, 560

*Distinguishing Protected from Unprotected Campaign Speech*...265

**distribution**...659

*Do No-Strike Clauses Prohibit Sympathy Strikes?*...294

Donovan, Raymond J....131

**dual motivation**...67

**dual unionism**...282

**due process**...17, 46, 783

**duty to bargain**...202, 581

Dworkin, James B....539

E

**economic stability**...306

*Effective Administration of ERISA*...131

**elections**...17, 82, 121, 265, 328, 571, 714

*Employee Discipline and Due Process Rights: Is There an Appropriate Remedy?*...783

*Employee Protected Concerted Activity; The Nonunion Setting*...334

**Employee Retirement Income Security Act**...57, 131, 282, 323, 387, 417, 699

**employee rights**...417

**employee transfers**...609

**employer predictions**...265

**employment discrimination**...259, 417, 684

*Employment Discrimination and Continuing Violations: An Update of Ricks and Recent Decisions*...684

*Employment Testing and the Demise of the PACE Examinations*...729

**Environmental Protection Administration**...668

**equal employment opportunity**...36, 230, 259, 409, 417, 729, 798

**Equal Employment Opportunity Commission**...see above

**Equal Pay Act**...26, 36, 259

Erlenborn, John N....323

**"evaporation"**...549, 565

**excepted service**...46

**exclusion**...136, 282

**Executive Order 11246**...230

**Executive Order 12291**...259

F

**factfinding**...545, 464

**faculties**...390, 475, 480, 554, 565

*Faculty Unionism and Bargaining Unit Attitudes and Perceptions: A Case Study of Central Michigan University*...554

*Faculty Unionism in Higher Education: The Public Sector Experience*...475

**Fair Labor Standards Act**...36, 417, 668

**fair representation**...26, 202, 483, 487

**Federal Labor Relations Authority**...46, 359

**Federal Mediation and Conciliation Service**...560

**federal sector**...169, 359

**Federal Services Impasses Panel**...46, 560

Fleischli, George R....565

**fiduciaries**...131, 202, 323, 387

**final offer arbitration**...501, 549, 565

**football**...306

**four-fifths rule**...729

**free agency**...306, 539, 545, 547

*Free Agency and Salary Determinations in Baseball*...539

**free speech**...265

G

Gaal, John...17

Gallagher, Daniel G....501

Gellens, Kathryn A....352

**General Accounting Office**...729

**General Counsel**...328

**general duty clause**...238

Gersuny, Carl...518

**good faith bargaining**...609

Gray, John A....390

Grenig, Jay E....483

**grievance**...146, 154, 169, 238, 265, 454, 459, 464, 487, 512, 524

*Grievance Mediation: A Route to Resolution for the Cost-Conscious 1980s*...459

**Guidelines on Employee Selection Procedures**...729

H

**handicapped discrimination**...230

**hard bargaining**...265

Hauck, Vern E....434

*Have the Courts Extended a Sound Doctrine Too Far?*...487

**hazards**...169, 195, 668

**hazardous occupations orders**...668

**health**...169, 417, 668

Heneman, Herbert G. III...533

**higher education**...475

Hoffman, Robert B....137

Hogler, Raymond L....783

Hunter, Robert P....571

I

**immunity**...409

**impasse resolution**...508, 560

**implied concertedness**...344

**independent professional judgment test**...82

**individual rights**...417

**industrial analogy**...390

**industrial democracy**...524

*Industrial Democracy, Contract Unionism, and the National War Labor Board*...524

**inference**...238

**inflammatory statements**...265

**initiation fees**...202

**injunctions**...146, 294, 704

*Innovative Approaches to Complaint/Grievance Resolution: A Discussion*...464

**"in part" test**...67

**inspections**...195

**insubordination**...154

**interest arbitration**...501

*Interface of National Labor and Antitrust Policies: When Antitrust Liability Attaches*...115

**investigatory interview**...783

Irving, John S. Jr....218

J

Jackson, Louis...282

Jacobs, Roger B....684

Jacoby, Sanford M....512

**job bids**...798

**job-posting rights**...434

Jones, Edwin M....699

**judges**...417

**just noticeable differences**...533, 545, 547

K

Kahn, Mark L....547

Kamer, Gregory J....645

***Keim* doctrine**...46

Kogovsek, Raymond P....387

Kovach, Kenneth A....306

Krotseng, Richard Van M....609

L

**Labor-Management Relations Act**...146, 704

**"labor nexus"**...137, 596

**laboratory conditions**...714

**Landrum-Griffin**...3, 26

Lawler, John J....475

Lederer, Philip C....67

Ledgerwood, Donna...924

Levine, Marvin J....177

Lewis, Katherine G....177

**liability**...26

Lichtenstein, Nelson...524

*Limitations on Final Offer Proposals: "Evaporation"? Delay?*...549

**Little Steel formula**...524

**Lloyd-LaFollette Act**...46

*A Look at Equal Employment Opportunity*...259

**loyalty**...137

**M**

**maintenance-of-membership clause**...512

**majority status**...635

**make-whole remedy**...783

**manager**...282, 352, 390, 596

*Managerial Employees and the Industrial Analogy: NLRB v. Yeshiva*...390

Mason, Ronald L....328

**mass transit**...622

Matthewman, William D....714

McCabe, Douglas M....560

McLennan, Barbara N....26

McSpedon, Joseph H....36

**mediation**...454, 459, 469, 560

**mediation-arbitration**...501, 549, 565

**medical information**...154

**merger**...609

**Merit Systems Protection Board**...46

**midnight regulations**...763

***Midwest Piping* doctrine**...635

militancy...177

Miller, Ronald L....154

**minimum wage**...668

**minority bargaining orders**...571

Mitchell, Daniel J. B....512

Moran, William B....46

Moss, Herbert R....102

***Mt. Healthy* test**...67, 783

**multiemployer**...57, 115, 323

**Multiemployer Pension Plan Amendments Act of 1980**...57, 323

**multiplant employers** 146

**N**

Najita, Joyce M....467

**National Education Association**...177, 475

**National Football League**...306

**National Institute of Occupational Safety and Health**...169, 668

**National Labor Relations Act**...3, 26, 36, 67, 82, 109, 137, 154, 202, 218, 238, 265, 282, 294, 328, 344, 352, 359, 390, 417, 483, 494, 508, 571, 581, 596, 609, 635, 645, 659, 690, 714, 771, 783

**National Labor Relations Board**...3, 17, 26, 67, 82, 109, 121, 137, 154, 202, 218, 265, 282, 294, 328, 344, 352, 359, 390, 417, 487, 571, 581, 609, 635, 645, 659, 690, 771, 783

*The NLRB's Misuse of Witnesses' Statements in Election Objection Proceedings*...17

*NLRB Regulation of Campaign Conduct: Employer Pay and Benefit Increases in the Pre-Election Period*...714

**National War Labor Board**...512, 524, 531

Nelson, William R....729

*New Affirmative Action Regulations for Government Contractors*...230

*A New Beginning on the Horizon for Pensions*...323

*New Trends in NLRB Law*...635

**no-majority status**...635

**nonaccess**...659

*The Non-Board Settlement Agreement: An Analysis of the Power of the General Counsel to Reinstate a Withdrawn Charge*...328

**nonemployees**...596

**nonhearing cases**...17

**nonunion employees**...344

Nordlund, John V....282

**Norris-LaGuardia**...3, 115, 704

**no-strike clause**...146, 294, 704

**nursing**...352

**O**

**obey now, grieve later doctrine**...238

**"observer" phenomenon**...690

**occupational safety and health**...36, 169, 195, 238, 417, 668, 763

**Occupational Safety and Health Act and Administration**...see above

*OSHA: A Year Later*...195

**Occupational Safety and Health Review Commission**...195

**Office of Federal Contract Compliance Programs**...230

**Office of Personnel Management**...729

Ogden, Warren C....109, 690

Olson, Craig A....494

*Origins of Seniority Provisions in Collective Bargaining*...518

*Origins of the Union Contract: A Discussion*...531

**overlapping statutes**...417

P

**partial closings**...218

**pattern of conduct**...596

Payne, William J....771

Pegnetter, Richard...3

**pensions**...57, 131, 282, 323, 387, 417, 699

**Pension Benefit Guaranty Corporation**...57, 323, 699

*PBGC's Critical Needs*...699

**"perfectly clear" exception**...581

**performance appraisal**...46

**periodic dues**...202

**pesticides**...668

**picketing**...3, 294, 659, 690

**physical examination**...154

**plant closings**...218, 265

*Plant Relocations and Consolidations: Employers' Obligations Regarding Employee Transfer and Union Recognition*...609

**polygraph tests**...154

**post-arbitration**...417

**pre-arbitration**...417

**pre-arbitration deferral**...359

**pre-elections**...714

**preference eligible employees**...46

**premiums**...699

**presumption**...218

**pretext**...67

**prima facie case**...67

**privacy**...154

*Private Property Picketing*...659

*Problems in Federal Sector Labor-Management Relations Under Title VII of the Civil Service Reform Act of 1978*...560

**"producer-distributor"**...645

**Professional and Administrative Career Examination**...729

**professional employees**...390

*Professional Football Penalized for Delay of Game: The Coming Strike in the National Football League*...306

**professionalism**...82

**promotion**...434

**protected concerted activity**...344

**psychiatric examination**...154

**public education**...177

**Public Employee Pension Plan Reporting and Accountability Act**...323, 387

*The Public Employee Pension Plan Reporting and Accountability Act*...387

**public employee relations board**...494

**public sector**...46, 154, 323, 352, 387, 467, 475, 494, 501, 508, 549, 560, 565

*Public Sector Issues: A Discussion*...565

**publicity proviso**...645

R

**race discrimination**...409, 729

**rank-and-file units**...82

Rasnic, Carol D....704

**reasonable efforts duty**...238

**recognition**...609

**refusal to bargain**...359

**regulation**...714, 763

*Regulatory Reform: An OSHA Case Study*...763

**reinstatement**...596

Reischl, Dennis K....169, 359

**reporting and disclosure**...131

**reporting**...323, 387

**representation**...17, 82, 102, 109, 282, 467, 475, 480, 483, 571, 581, 635, 714

**"restraint"**...487

**retaliation**...36

**retirement**...131

**retrenchment**...475

**reverse discrimination**...259

*Rights and Responsibilities of Parties to a Union-Security Agreement*...202

**right to strike**...494

Rodriguez, Armando M...259

Ropella, Myron E....531

**rulemaking**...714

S

**safety**...169, 417

**salary**...533, 539, 545, 547

**search and seizure**...154

**secondary boycott**...3, 645, 690

**secondary consumer boycott**...645

**secondary picketing**...3

*Secondary Picketing: The Supreme Court Limits the Tree Fruits Exception*...3

*Section 8(a)(1) Protection for Managerial, Confidential, and Supervisory Personnel*... 596

*The Section 8(b)(4) Publicity Proviso and NLRB v. Servette: A Supreme Court Mandate Ignored*...645

*Section 13(c) Reconsidered: Is Federal Labor Protection Still Necessary for Mass Transit?*...622

Seeber, Ronald L....459

*Self-Enforcement Under the National Labor Relations Act: Disavowals of Unfair Labor Practice Conduct*...771

**self-government**...487

**self-incrimination**...154

**self-remedy**...771

**seniority**...409, 434, 518

**set aside**...328

**settlement agreements**...328

**sex discrimination**...26, 230, 434, 798

*Sex Discrimination in Employment and Possible Liabilities of Labor Unions: Implications of County of Washington v. Gunther*...26

**Sherman Act**...3, 115

Silbergeld, Arthur F....230

Sileo, Donald F....771

**single employer pension termination insurance system**...699

Siwica, Richard P....417

Smith, J. Martin...238

Soble, Richard S....57

**solicitation**...265, 659

Spelfogel, Evan J....659

***Spielberg* doctrine**...417, 635

Stallworth, Lamont E....459, 545

**standards**...36, 763

*Standards to Avoid Employer Retaliation Charges*...36

**standard-setting**...763

**state employee bargaining**...467, 480

*State Employee Bargaining: A Discussion*... 480

*State Government Employee Bargaining: Selected Characteristics*...467

*The Status of Collective Bargaining in Public Education: An Overview*...177

*The Statute of Limitations in Fair Representation Cases*...483

**statutory rights**...417

***Steelworkers* trilogy**...294, 487

Stephens, Elvis C....294

**stepwise multiple regression**...533

Stieber, Jack...480

**strikes**...3, 146, 282, 294, 306, 344, 467, 480, 494, 596, 635, 645, 659, 704

**strike-impact standards**...494

**successor and assigns clause**...218, 581

*Successor and Assigns Clauses: Do They Actually Require That a Purchaser Adopt the Seller's Contract?*...581

**supervisors**...82, 137, 282, 390, 494, 596

**supervisor status**...282, 352

*The Supreme Court Reaffirms Broad Immunity for Seniority Systems*...409

**sympathy strikes**...146, 294

T

**Taft-Hartley**...3, 26, 67, 82, 137, 417, 483, 508, 704, 714

**teachers**...177, 475

**threats**...265

**Title VII**...26, 36, 67, 259, 409, 417, 434, 684, 729, 798

**transportation**...622

**tripartite bargaining**...524

**trustees**...57

*The 24-Hour Rule in NLRB Elections*...102

U

**unemployment compensation**...518

**unfair labor practices**...82, 202, 218, 265, 328, 359, 417, 571, 581, 596, 635, 714, 771

**underlying dispute**...704

**Uniform Arbitration Act**...366

**Uniform Guidelines on Employee Selection Procedures**...259, 729

**unions**...3, 17, 26, 82, 102, 109, 115, 121, 137, 154, 177, 202, 218, 265, 282, 306, 328, 467, 475, 480, 487, 512, 518, 539, 547, 554, 560, 571, 581, 596, 622, 635, 645, 659, 690, 704, 714, 771

**union-security agreements**...202, 512

**unlawful conduct**...202

**Urban Mass Transportation Act of 1964**...622

*The Use of Interest Arbitration in the Public Sector*...501

*The Use of the Legal Right to Strike in the Public Sector*...494

V

**validation studies**...729

Van de Water, John R....635

Vestal, Josephine B....109

**veterans**...46, 230

**Veterans Preference Act**...46

W

**wages**...36, 306, 668, 714

**wage and hour provisions**...668

**wage discrimination**...36

Wagner, Martin...487

**walkaround inspections**...763

**walkouts**...344

Weinstock, Bonnie Siber...596

*When Has a Substantial Agreement Been Reached for Application of the Contract-Bar Rule?*...121

*White-Collar and Professional Unionization*...82

**white-collar workers**...82, 798

Williams, Stuart A....265

**Wisconsin Municipal Employment Relations Act**...549

**withdrawal liability**...57

**witnesses' statements**...17

**workers' compensation**...668

*Worker Privacy and Collective Bargaining*...154

**working conditions**...344

*"W"right Line or Spur Track?*...67

Wrong, Elaine Gale...798

Y

***Yeshiva* two-pronged test**...390

Z

Zipp, Glenn A....202